

What is the California Department of Fish & Game?

The California Department of Fish and Game (DFG) is over 3,000 people committed to managing and protecting California's diverse fish, wildlife, and plant resources, and the habitats upon which they depend, for their ecological value and for their use and enjoyment by the public.

DFG employees work in every corner of the State doing such diverse jobs as:

Biological and environmental sciences, Veterinary medicine, Engineering, Fish and animal pathology, Habitat restoration, Law enforcement, Oil spill prevention & response, Wildlife area management Land acquisition & management, Fish hatchery & watershed management, Species & ecosystem protection, and Public education & interpretation.

California has some of the richest species diversity in the nation and DFG employees strive to preserve that unique legacy for future generations.

Career Options

Following are descriptions of the most common careers at the Department of Fish and Game with an excerpt of the minimum qualifications. For complete classification specifications, see the State Personnel Board website at www.spb.ca.gov.



Biologists

Wildlife & Botany Biologists do a variety of basic biological work in connection with wildlife management field activities, wildlife research, or environmental protection studies. *Both wildlife and botany biologists might:*

- ◆ Prepare plans for developing and managing wildlife and plant habitat.
- ◆ Collect specimens for laboratory study and analysis.
- ◆ Help educate the public about why and how DFG manages wildlife and plants.
- ◆ Observe and record biological and environmental factors affecting wildlife.
- ◆ Prepare and edit scientific papers for publication.

Wildlife biologists also band and tag game birds or other wildlife and conduct surveys to determine how much forage is available for animals to eat.

Marine/Fisheries Biologists do a wide variety of basic biological work in connection with marine or fishery research, management, and water quality studies. They may:

- ◆ Collect data in the field including tagging or capturing various marine, fresh water, or anadromous fish and other aquatic organisms for examination or laboratory analysis.
- ◆ Survey streams, rivers, and lakes to determine fish population levels.
- ◆ Study land and water projects to determine the effects on fish and wildlife populations.
- ◆ Prepare and edit scientific papers for publication.

Entry-level qualifications: Equivalent to graduation from college with a specialization in zoology, botany, fishery biology, conservation biology, herpetology, marine biology, wildlife management, or a closely related biological field.

Environmental Specialists

Environmental Specialists apply scientific methods and principles in the identification, research and

solution of environmental problems such as those in the areas of land and water resources development, illegal discharge of waste, toxic pollution (point and non-point source), hazardous materials spill response and endangered/threatened species conservation. They also:

- ◆ Analyze available data on the effects of water pollutants, waste management, water diversions and water use on vegetation, fish, wildlife, water supplies, potential land uses, and other aspects of the environment.
- ◆ Partner with other public agencies to develop non-regulatory measures and implement enforcement of water pollution and waste control standards.
- ◆ Coordinate with other agencies engaged in research and to ensure effects of pollutants are minimized upon State listed species, participate in water rights or waste management hearings, and field investigations as staff experts for environmental matters.
- ◆ Participate in public hearings, watershed groups and represent DFG in media contacts.
- ◆ Review programs and environmental documents to ensure compliance with CEQA, NEPA, and CESA.

Entry-level qualifications: Equivalent to graduation from college with major work in a natural science, physical science, environmental science, or a related field.

Fish and Wildlife Interpreters

Fish and Wildlife Interpreters do a wide variety of work concerned with planning, developing, coordinating, implementing, and administering interpretive programs for the DFG's wildlife areas and ecological reserves. Interpreter duties include:

- ◆ Conveying knowledge of complex natural resource systems to the public and overseeing publicity activities.
- ◆ Serving as the primary contact for a wide variety of civic, conservation, and community outreach groups.
- ◆ Developing maps, brochures, and interpretive displays.
- ◆ Conducting tours and demonstrations.



Entry-level qualifications: Equivalent to graduation from college with major work in wildlife management, zoology, fisheries management, botany or other related biological science, including at least 15 semester units, or its equivalent, of course work in natural resource interpretation, natural resource communications, or similar subjects.

Fish and Game Wardens

Fish and Game Wardens have statewide authority as peace officers with the primary duties of enforcing the Fish and Game Code and the orders, rules, and regulations of the Fish and Game Commission.

As full peace officers, wardens are required to carry and use firearms and to assist other law enforcement agencies. They work with a great deal of independence and are responsible for their own patrol territory. Wardens' offices are often based in their homes and they generally set their own hours, based on when and where they will be most effective in preventing or discovering violations. This means that they work irregular hours—weekends, holidays and nights. Depending on terrain, wardens may patrol on foot, on horseback, by plane, by boat or using a variety of vehicles. They also:

- ◆ Respond to complaints from citizens, investigate reports of violations, collect and preserve evidence, write reports, and testify in court.
- ◆ Promote and coordinate hunter education programs.
- ◆ Collect and report information on the conditions of fish and wildlife in their patrol area.
- ◆ Provide the public with hunting and fishing information and represent DFG at local schools and meetings, educate the public, and maintain good community relations.

For detailed information about qualifications and the Fish and Game Warden academy, please see www.dfg.ca.gov/hrb/pages/warden.htm.

Fish and Wildlife Technicians

Fish and Wildlife Technicians perform work in fish hatcheries or out in the natural environment. They are involved with:

- ◆ Hatching, raising, and planting fish.
- ◆ Releasing game birds.
- ◆ Cleaning ponds or animal pens.
- ◆ Removing barriers from streams.
- ◆ Installing and maintaining fish screens, ladders, and

traps.

- ◆ Planting, irrigating, and cultivating plants which serve as cover or food for wildlife.
- ◆ Collecting field data on fish or wildlife by censuses and other means such as trapping, tagging, or marking fish and wildlife.

Entry-level qualifications: Possession of a valid driver license AND either six months of experience in the natural resources field such as parks, forestry or fish and wildlife (Completion of one year of college with at least six semester units in the biological sciences may be substituted for the required experience) OR one year of experience in the mechanical or construction trades. ALSO some physical requirements.



Administrative Employees

DFG employs various specialists in administrative fields - clerical, accounting, budgets, public and media relations, personnel, information technology and more. While most of these people are located in Sacramento, there are often vacancies at regional offices throughout the State.

Qualifications vary due to a wide variety of specialties. Check the State Personnel Board website at www.spb.ca.gov for your specific area of interest.

Seasonal Employees

Seasonal Employment is a great way to gain experience and to learn about DFG. Seasonal Employees are not civil service employees and therefore are not required to take examinations before appointment. Seasonal employees may collect field data on fish, wildlife, and plants; collect wildlife samples and specimens; clean out fish and animal enclosures; install fish screens and ladders; or maintain building equipment. The most common seasonal classifications are Fish and Wildlife Seasonal Aids, Fish and Wildlife Scientific Aids, Seasonal Clerks, and Student Assistants. By law, public assistance recipients under the CALWORKS program who meet the minimum qualifications will have priority consideration in hires for Seasonal Aid and Seasonal Clerk vacancies.

Qualifications: Check individual qualifications for each seasonal classification by checking "Classification Specifications" on the State Personnel Board website at www.spb.ca.gov.

Benefits

Paid Leave

Sick Leave—Full-time employees are eligible to receive eight hours of sick leave each month and part-time employees receive a pro-rata portion. Sick leave is used to care for personal or family illness or injury.

Vacation—Employees are also eligible to earn vacation leave, the rate of which is determined by the employee's classification and months of State service. Vacation can be used any days(s) the employee chooses, subject to supervisor approval, for a personal absence.

Annual Leave—Certain classifications receive annual leave in lieu of earning sick leave and vacation leave hours. Annual leave is a monthly allotment of time to be used for either a personal absence or to care for personal or family illness or injury, the rate of which is determined by the employee's classification and months of State service.

Vacation and Annual Leave for rank and file employees are earned at the following rate:

Months of Service	Vacation Leave	Annual Leave
1-36	7 hours	11 hours
37-120	10 hours	14 hours
121-180	12 hours	16 hours
181-240	13 hours	16 hours
241+	14 hours	18 hours

Holidays

Permanent employees receive 13 scheduled holidays with pay. Traditionally, they are New Year's Day, Martin Luther King Jr.'s Birthday, Lincoln's Birthday, Washington's Birthday, Cesar Chavez' Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving, and Christmas Day.

Additionally, employees may earn a personal holiday to be used any day the employee chooses, subject to supervisor approval.

Health Benefits

Permanent State employees receive medical, dental, and vision coverage. Nonpermanent employees may qualify for health benefits if they meet certain eligibility requirements.

Retirement

State employees are members of the California Public Employees Retirement System (CalPERS). There are two plans that allow for either the State or the employee and the State to contribute monthly to the employee's retirement fund.

Retirement is calculated based upon your classification and bargaining unit. The most common formula is 2% at 55, which means that if you retire at age 55, your pension would be 2% of salary for every year of State service. As peace officers, Fish and Game Wardens have a retirement formula of 3% at 55. For more information on benefits or retirement, refer to the CalPERS website at www.calpers.ca.us.

Regional Offices

Northern California-North Coast Region

601 Locust Street
Redding, CA 96001
(530) 225-2300

Central Coast Region

7329 Silverado Trail
Napa, CA 94558
(707) 944-5552

Mailing Address:
P.O. Box 47
Yountville, CA 94599

Sacramento Valley-Central Sierra Region

1701 Nimbus Road, Ste. A
Rancho Cordova, CA 95670
(916) 358-2900

San Joaquin Valley-Southern Sierra Region

1234 E. Shaw Avenue
Fresno, CA 93710
(559) 243-4005

Eastern Sierra-Inland Deserts Region

330 Golden Shore, Ste. 250
Long Beach, CA 90802
(562) 590-5126

Marine Region (along entire coast)

20 Lower Ragsdale Drive,
Ste. 100
Monterey, CA 93940
(831) 649-7176

South Coast Region

4949 Viewridge Avenue
San Diego, CA 92123
(858) 467-4201



State Examination & Hiring Process

DFG is governed by State of California civil service rules and regulations. As such, permanent State jobs are filled: 1) from lists of eligible candidates who have taken and passed a competitive examination, 2) with current State employees who transfer from equivalent positions, or 3) with former State employees who have reinstatement rights.

To apply for an examination in which you are interested, you must submit a completed standard State application (Form 678) during the open filing period.

The bulletin, announcing the open filing period, is typically released three to four weeks prior to the final filing date for the examination. Examination bulletins contain important information such as the job title, duties, salary, final filing date, job qualifications, and the type of test which will be given.

DFG Examinations are either open (open to everyone who meets the minimum qualifications) or departmental promotional (open only to permanent DFG employees). Tests may include written, interview, skills (e.g., typing and driving), and physical abilities (e.g., swimming, lifting, and running) portions.

There are many different combinations of education and experience which may qualify you to take an examination. To verify your eligibility, you should refer to the examination bulletin and the State Personnel Board's official classification specifications which can be found on their website (www.spb.ca.gov).

After you apply for and pass a State examination, your name will be placed on an employment list for that classification. There may be many people placed in each rank. Employment lists are usually active for one to four years. Those who are in the top three ranks, at the time the job is available, are eligible for appointment to that classification.



DFG Internet Homepage:

Visit our internet homepage at: www.dfg.ca.gov.

For Current DFG Examinations:

Call DFG's Examination HOTLINE at: (916) 653-8949

or visit our internet website at:

www.dfg.ca.gov/hrb/pages/currentdfgexams.html.

For Current DFG Job Listings:

If you are already eligible for list appointment in a certain classification or are a current State employee seeking transfer opportunities, visit "Current Job Vacancies" on our website at:

www.dfg.ca.gov/hrb/pages/jobswithdfg.htm

To Get a State Application:

You may obtain an official State application form (STD 678) at Employment Development Department offices, State Personnel Board offices, DFG offices, or from the State Personnel Board website at: www.spb.ca.gov.

To Apply for Seasonal Employment:

Send an application to any regional office where you are interested in working. For additional information on seasonal employment, check our website at:

www.dfg.ca.gov/hrb/pages/jobswithdfg.htm.

State Personnel Board (SPB):

All State open examinations and job openings are posted on the SPB website at www.spb.ca.gov. You can also find general information about State employment.

How to contact us:

Department of Fish & Game,

Human Resources Branch

P.O. BOX 944209

Sacramento, CA 94244-2090

Phone: (916) 653-8120

FAX: (916) 654-9539

TTD- (800) 735-2929—CA. Relay Service

Alternative formats of this brochure
are available upon request.



Department of Fish & Game Career Opportunities



If a
cubicle
isn't your
native
habitat.

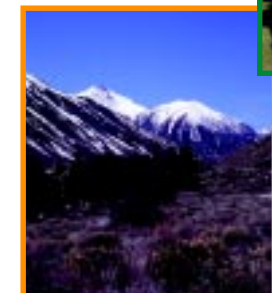
Even those of us
who work indoors
help protect the
outdoors.



It's OK to love
your job.



Make a difference.



Help us
protect
California's
diverse
environment.